

# Insight

February 2017



## Partners Program (COR) update

WorkSafeBC's Board of Directors has approved the discussion paper and draft policies for consultation



## Amendments to the OHS Regulation

WorkSafeBC's Board of Directors has approved 14 amendments to the OHS Regulation



## OHS Regulatory Amendment Workplan

WorkSafeBC's Board of Directors has approved the 2017-2019 OHS Regulatory Amendment Workplan



## Coming to Canada

Novel study explores connection between immigration status and workplace health



## Spring into Research

Grant recipients are invited to showcase their work at an upcoming poster session

## Did you know?

Research Services is launching our 2017 [Research Training Awards](#) competition on February 17. Check [worksafebc.com](http://worksafebc.com) in early February for details and to apply.

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## **WorkSafeBC's Board of Directors approves consultation on Partners Program policies**

### **About the Partners Program**

WorkSafeBC's Partners Program is designed to encourage employers in B.C. to adopt an occupational health and safety management system (OHSMS). An OHSMS is a coordinated and systematic approach to managing health and safety. Effective OHSMSs help make workplaces safer by improving organizations' ability to address occupational health and safety concerns, and encouraging worker participation in these matters.

Employers registered in the Program are eligible to receive a Certificate of Recognition (COR), and may receive a financial incentive. If you would like more information, please visit [Program Participation](#).

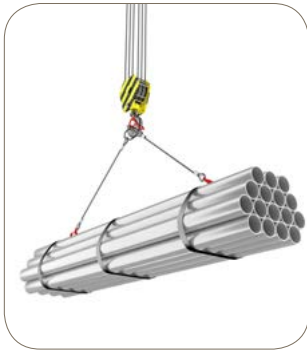
### **Policy development**

In January 2016, WorkSafeBC's Board of Directors (BOD) directed WorkSafeBC's Policy, Regulation and Research Division (PRRD) to develop policies to clarify and guide the program. The PRRD worked with stakeholders and WorkSafeBC's Industry and Labour Services department to review the program and develop draft policies for broad consultation. The process involved pre-consultation with key worker and employer stakeholders, as well as with [Certifying Partners](#). In December 2016, the BOD approved the release of these draft policies for broad consultation.

The PRRD will begin consultation on the draft policies this February. During this time, the draft policies, accompanied by a discussion paper on key issues and options, will be available on [worksafebc.com](http://worksafebc.com) for review. Stakeholders are encouraged to read the discussion paper, review the draft policies, and provide feedback to the PRRD. Stay tuned for further details at the launch of the consultation process.

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## Amendments to the Occupational Health and Safety Regulation approved

At their January 2017 meeting, WorkSafeBC's Board of Directors (BOD) approved 14 amendments to the Occupational Health and Safety (OHS) Regulation. Strikethrough versions of the [approved amendments](#), along with explanatory notes and the related [BOD Resolution](#), will be available for reference in early February.

The amendments relate to the following:

- Section 1.1, Definitions, consequential amendments to the definitions for combustible and flammable liquids
- Section 4.56, General Conditions, work area guards and handrails
- Section 4.81, 4.82 and 28.9, General Conditions, environmental tobacco smoke
- Section 5.71(2), Chemical Agents and Biological Agents, combustible or flammable air contaminants
- Section 6.4, Substance Specific Requirements, asbestos inventory
- Sections 6.58.1 to 6.69, Substance Specific Requirements, lead
- Sections 6.110 to 6.112.7, Substance Specific Requirements, respirable crystalline silica and rock dust
- Section 12.83.1, Tools, Machinery and Equipment, new section, chassis dynamometer
- Section 13.11, 14.1 and 14.2 Cranes and Hoists, construction material hoists
- Section 14.5, Cranes and Hoists, rated capacity indication and Section 14.11, Cranes and Hoists, support structure
- Section 14.81, Cranes and Hoists, limit devices
- Section 20.2, Construction, Excavation and Demolition, notice of project

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- Section 22.12(1) and (2), Underground Workings, underground supervisors
- Section 26.13.4, Forestry Operations and Similar Activities, new section, saw chain shot

Between July and October 2016, there was extensive province-wide consultation on the proposed amendments, including public hearings. Copies of all written submissions and the transcripts of the oral hearings can be found on [worksafebc.com](http://worksafebc.com).

These amendments will become effective May 1, 2017. The [OHS Regulation](#) will be updated at that time.

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## **2017–2019 Occupational Health and Safety Regulatory Amendment Workplan approved**

Section 228 of the Workers Compensation Act requires that WorkSafeBC regularly review and consult on its regulations to ensure they are consistent with current practices and technological advances.

WorkSafeBC's Board of Directors has approved the [2017–2019 Regulatory Amendment Workplan](#), which will be available in early February. In developing the Workplan, the Policy, Regulation and Research Division (PRRD) considers requests from a number of sources, including internal WorkSafeBC subject matter experts and external stakeholders. The PRRD and the operating divisions of WorkSafeBC then review and prioritize the identified regulatory issues to ensure they address stakeholders' key concerns and reflect WorkSafeBC's strategic goals and objectives.

The PRRD solicits requests for changes to the Occupational Health & Safety (OHS) Regulation on an ongoing basis. Information on how to submit requests for future amendments to the OHS Regulation can be found on [worksafebc.com](http://worksafebc.com).

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## Coming to Canada: Novel study sheds light on immigration status and workplace health

Fifteen years ago, [Niloufar Saffari](#) immigrated to Canada with her husband and five-year-old daughter, determined to build a new life. While she went back to school to gain education and training experience, her husband entered the workforce to support the family.

After a few months in a new job, he experienced an injury but did not report it. His experience led Saffari to wonder about the experiences of other immigrants after a work injury or illness. As a student working with Partnership for Work, Health and Safety co-leader [Chris McLeod](#), she had the opportunity to follow up on her curiosity.

Saffari's research focused on uncovering and understanding differences in the workplace health experiences of immigrant workers and Canadian-born workers. Her study was the first of its kind, and linked injury claims data from WorkSafeBC with data from Citizenship and Immigration Canada.

"What we learn about immigrants' experiences after a work injury could inform disability management policies and practices; in turn, this could improve the health and well-being of this vulnerable group," says Saffari, who completed her master's degree in November 2016.

Partnership researchers are able to take a unique look at current and emerging issues in workplace health and safety. They work with routinely collected health and workers' compensation data from a variety of sources, putting together complete stories about workers' health experiences and the consequences of workplace injuries and illnesses.

To carry out the research, Saffari linked administrative data from permanent resident records to injury data from WorkSafeBC, creating a profile of workers in British Columbia with an accepted workers' compensation claim from 1995 to 2012. She compared the data of recent immigrants (fewer than 10 years in Canada), established immigrants (10 years or more in Canada), and Canadian-born workers.

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"Moving to a country with a different language and culture is quite challenging," Saffari says, speaking also from her own experience. "Normal day-to-day activities, such as shopping or visiting a doctor, can be a huge challenge due to a lack of English proficiency and familiarity with the new environment. Working in low-wage and dangerous jobs is common for many immigrants. This has translated to increased injury rates among immigrants when compared to their Canadian-born counterparts."

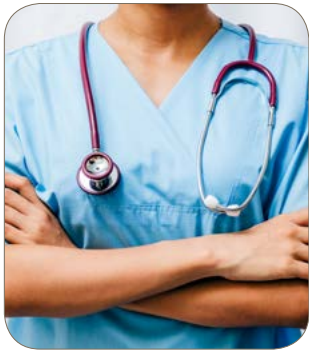
The study findings suggest that both recent and established immigrants have longer disability durations after an injury than Canadian-born workers, and that established immigrants had longer disability durations than recent immigrants. Overall, results indicate that immigrants may face barriers to returning to work following a work-related injury, and that these barriers persist over time and are greatest for younger immigrant workers and immigrant men.

"While the exact mechanism underlying these results is not known, the results of this study indicate the need for changes that could improve work disability outcomes for immigrant workers," Saffari concludes. "These findings may help guide improvements in disability management policies and return-to-work programs."

For more information about this study and other research being led by the Partnership for Work, Health and Safety, visit their [website](#).

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## Spring into Research: Call for poster presentations

Has your work been supported by Research Services?

Past and current WorkSafeBC research grant holders (e.g., Innovation at Work, Specific Priorities Research Grants, Research Training Awards) are invited to present posters at our Spring 2017 research event.

We welcome printed posters and panels, which can include photographs, graphics, and/or text. We recommend using standard scientific poster size (36" x 48"), but other dimensions can be accommodated.

The poster session will take place April 7, 2017 from 12:00 to 1:15 p.m. at WorkSafeBC's Richmond office, and will be open to all WorkSafeBC staff. Presenters will have an opportunity to discuss their projects and share knowledge about their work during a casual lunchtime session.

All poster proposals are subject to approval by Research Services. If you are interested in presenting a poster, please email [susan.dixon@worksafebc.com](mailto:susan.dixon@worksafebc.com) with the following details:

- Your name
- The title of the project you wish to present and the year you received WorkSafeBC funding
- The dimensions of your poster
- A high-level description (1-2 paragraphs) explaining how your project will be illustrated in poster format

The deadline for submissions is March 20 at 4:00 p.m. Applicants selected to present will be contacted by March 27, 2017.